



**ASSOCIAZIONE SOLIDARIETA' DIRITTO e
PROGRESSO**

Via PALESTRO n. 78, - 00185 – ROMA

Email: presidente@assodipro.org ;

segreteria@assodipro.org

Site web: www.militariassodipro.org

SONDAGGIO EUROMIL

1. What is the basic gross salary of a soldier joining the armed forces? *

The current regulations in force for the recruitment of the staff of the Armed Forces, Law of 23/08/2004 n. 226, offer a wide range of answers to this question:

- As regards the troops and ranks of troops, it must be considered that the first classification in the FF.AA takes place through a four-year confirmation (VFP4) with the qualification of "volunteer", not in permanent service and subject to a possible dismissal to the expire of the confirmation. The economic treatment is daily paid monthly on the basis of the days of actual service. The same is calculated on a percentage of the basic salary of a graduate in SPE (Permanent Effective Service).
- From the VFP4 basin, through internal competitions, the graduates in SPE, initial grade 1st Corporal, come, who receive an annual remuneration calculated in parameters, and therefore subject to periodic contractual renewals.
- Until the basic degree of the role of belonging is reached, the Officer students and the Marshal students are classified, at the remuneration level, according to the rules of the VFP4.

EXPLANATORY TABLES

(Updated to Presidential Decree of 15/03/2018 n. 40)

Volunteer with fixed stop (VFP4)	74% of the base salary of a 1 st corporal /die	€37,36 gross per day €990 gross per month (average)
Officer students and Marshal students	Like above	Like above

1st Major Corporal (SPE)	€18.739,76 gross per year
--------------------------	---------------------------

2. What is the basic gross salary of a soldier/corporal leaving the armed forces after a full military career? *

Today there is no precedent on retired troop personnel. Prior to the establishment of the Volunteers, the aforementioned law 226/04 provided only for cadres (officers and non-commissioned officers) in permanent service.

The birth of the professional soldier figure dates back to 2004 and the regulations in force to access retirement require a minimum of 41 contributory years and a registry age of 58 years; therefore currently no graduate in SPE, receives the pension allowance. The first retirements for this role are scheduled for the year 2040.

Not being able to have certain data, but applying the analysts predictions and Welfare technicians, a simulation of what will happen in 20 years can be attempted. Based on current regulations (law of 30/07/2010 nr. 122, law of 15/07/2011 nr. 148 and law of 22/12/2011), the hypothesis of pension income of the role graded SPE, on the basis of assessments drawn from an authoritative source in the sector (The "Qui Finanza" magazine) for the year 2040, based on the amount of the compulsory contributions managed by INPS, the annual revaluations and the

penalization coefficients linked to the registry age, the percentage of retirement income will be 64.7% of the last salary.

EXPLANATORY TABLE

(This table was drawn up considering the current salary of the maximum degree achievable in the graduated role, applying the percentage of 64.7% assumed by the magazine "qui Finanza" in 2040)

Corporal Major elected - scelto special qualification	Last salary per year €21.633,08 gross	Percentage hypothesized 64.7%	Annual pension €13.996.60 gross
---	---	----------------------------------	---------------------------------------

3. What is the basic gross salary of a sergeant NCO? *

EXPLANATORY TABLES

Updated to Presidential Decree of 15/03/2018 n. 40)

NCO's role

NCO	€22.211,74 gross annual
1st Lieutenant (final rank of NCO's)	€26.351,40 gross annual

SERGEANTS role

Sergeant (initial rank)	€20.787,34 gross annual
Sergeant Major Chief special qualification (final rank)	€23.324,55 gross annual

4. What is the basic gross salary of the highest NCO rank leaving the armed forces after a full military career? *

At present, following the Law of 08/08/1995 nr. 335 "Reform of the compulsory and complementary pension system", there is a provisional pension calculation system. In fact, this law resulted in the creation of three distinct bands for processing the pension amount:

- Those who had matured up to 18 contributory years as of 31/12/1995, maintained access to the retirement pension, which was calculated by attributing the percentage of 2% for each year accrued, to reach after 80 contributory years, the percentage of 80% of the last remuneration received in service; this method of calculation is no longer applied;
- Anyone who had less than 18 contributory years at 31/12/1995, the pension calculation is carried out with a mixed system; i.e. his pension is calculated as follows:
 - o Years of service prior to 31/12/95, with the remuneration system, 2% for each year;
 - o The years from 01/01/1996 with the contribution system, or with the pension accrued through the amount of the contributions paid from 01/01/1996 up to the date of retirement;This is the temporary system in place at the moment. Of course, as the years go by, the periods with remuneration calculation will decrease until they disappear;
- All those who have a seniority of service after 01/01/1996, only the contribution system will be applied. This method has not yet been applied and the first pensions calculated exclusively with this system are expected to start in 2030.

The retirement pension calculation table follows, calculated with a mixed system, with the total percentage of calculation based on projections from the magazine "Pensione Oggi"

EXPLANATORY TABLE

(Elaboration of gross pension, with mixed system on maximum pay achievable in career for the role of marshals)

1st Lieutenant	Last basic salary €26.351,40 gross annual	Mixed system cumulative percentage 76,8%	Basic pension € 20.23787 gross annual
----------------	---	---	---

5. What is the basic gross salary of an officer in the rank of Lieutenant? *

With the latest Presidential Decree 40/2018, the basic salary of a first-named lieutenant is 26,351.40 Euro gross per year.

6. What is the basic gross salary of an officer who was just promoted to the rank of Lieutenant Colonel? *

With Legislative Decree 94/2017, the economic classification of the officers promoted to the rank of Lieutenant Colonel has been modified with the division according to the length of service, with effect from 01/01/2018.

In the explanatory tables attached to the decree, they have been separated from the contracted personnel on the basis of the parameters, and inserted in the salary adjustments tables of the senior officers and general officers. (Legislative Decree 94/2017 art.10 paragraph 1 letters g-h-i-l)

EXPLANATORY TABEL

(Updated to Legislative Decree 94/2017)

Lieutenant colonel with 23 years of service since his appointment as an officer	€33.837,38 gross annual
Lieutenant colonel with 18 years of service since his appointment as an officer	€26.100,00 gross annual
Lieutenant colonel with 13 years of service since his appointment as an officer	€23.290,00 gross annual
Lieutenant colonel	€19.00,00 gross annual

7. Compared to similar functions in the public sector, are military personnel payed more or less than civilian state employees with comparable qualifications and tasks? *

Until the entry into force of Law 226/04, there were officers and non-commissioned officers within the Armed Forces. The requirements for enrollment were very different from the current ones and this caused quite a few problems for the personnel declared unsuitable for unconditional military service, who passed through the civilian role, lacking the basic requirements for being able to have recognized the equivalent functional level covered in service in civil public administrations. Today the situation is more homogeneous and can be summarized as follows:

- Ranks of troops and sergeants (in possession of at least a secondary school diploma) comparable to public employees included in the Legal Category "B"
- Marshals (in possession of a university degree, obtained in the training process at military training institutes) comparable to public employees included in the Legal Category "C"
- Officers (with a specialist degree) comparable to public employees included in the Legal Category "D"

To attempt an as reliable comparison as possible, we will take as an example the lowest economic position of state administrations, with the minimum grade salary of the role in question.

EXPLANATORY TABEL

Public employee legal category B economic position 1	€18.034,08 Gross annual	1st Major Corporal	€18.739,76 Gross annual
Public employee legal category B economic position 5	€19.669,80 Gross annual	Sergeant	€20.787,39 Gross annual
Public employee legal category C economic position 1	€20.344,08 Gross annual	Marshal	€22.211,74 Gross annual
Public employee legal category B economic position 1	€22.135,44 Gross annual	Lieutenant	€26.351,40 Gross annual

8. When where the military salaries raised or lowered for the last time? *

With the D.P.R. n. 40 of 15/03/2018, the concertation plan for non-managerial military personnel was launched for the 2016-2018 three-year period. This renewal, divided into four tranches of gradual revaluation of the salary base (01/01/2016 - 01/01 / 2017 - 01/10/2017 - 01/01/2018), which became fully operational on 01/01/2018, expiring on 31/12/2018.

The example below, compares the basic salary of a 1st major corporal on 31/12/2015 and that of the same grade on 01/01/2018. Considering that a revaluation of the parametric value is applied to non-managerial staff during the contract renewal phase, it can be deduced that even if the monetary difference increases for the individual grades, the percentage of revaluation of the salary is the same for everyone.

EXPLANATORY TABEL

Rank	Salary as of 31/12/2015	Salary as of 01/01/2018	Monetary variation	Percentage change
1st Major Corporal	€17.485 Gross annual	€18.739,76 Gross annual	+€ 1.254,76	+ 7,17 %
Marshal	€20.725,70 Gross annual	€22.211,74 Gross annual	+€ 1.486,04	+ 7,17%

9. Does your association have a say when it comes to negotiating salaries and allowances (i.e. how are salaries determined: by the parliament, by the government, after or without consultation / negotiation of military associations and trade unions)? *

At the present, the determination of contractual renewals takes place through a consultation with the COCER of the 5 Armed Forces, the highest level of military representations established with law no. 382 of 11/07/78.

This body has no contractual power, in fact the contract is decided and signed by the Defense General Staff.

The historical associations and trade union acronyms created following the Constitutional Court sentence 120/2018, have no contractual power in the absence of a specific law on the operation of the trade union associations themselves.

All data in this document are updated to 02/11/2019

Il Presidente di Assodipro

Dott. Giuseppe Pescioli